



Office of Human Resources



Occupational Medical Services
OMS

Who we are

- OHR's Occupational Medical Services (OMS) department is responsible for providing multi-disciplinary occupational medical services, such as work-related medical and safety hazard assessments to promote the health, wellness, and productivity of the County workforce. OMS provides efficient, cost effective, and responsive occupational health services to all county employees, career and volunteer firefighters through health prevention and promotion, state of the art occupational medicine, disability case management, and adherence to all state and federal regulators and agencies.
- OMS is split between two units that include Fire/Rescue Medical Services (FROMS) for career and volunteer firefighters and Occupational Medical Services (OMS) for general county and police employees. The OMS/FROMS units are responsible for maintaining highly confidential protected health information (PHI) for all employees.
- OMS also administers and manages the County's Drug and Alcohol program, Department of Labor Family Medical Leave Act requests, EAP services for DOT Drug and Alcohol required treatment, other EAP services request as needed, and the MCGEO Sick leave bank.

Scope of Services

Program Descriptions

- Pre-employment physicals for class specifications that require physicals and all public safety; (laboratory testing, hearing testing, vision testing, pulmonary function testing, drug and alcohol testing, exercise stress testing, physical abilities testing, & TB screening)
- Incumbent annual physicals for public safety workers
- Return to work visits—work related and non work related to include case management
- Fitness for Duty exams
- Medical surveillance (Rabies, lead, heavy metals, hearing, pulmonary)
- Injury Care for Fire/Rescue
- Blood borne pathogen evaluation for Fire/Rescue
- Respiratory fit testing for Fire/Rescue

Scope of Services

Program Descriptions continued

- Medical records management
- Vaccinations—as required per occupation including, rabies, Hep B, tetanus, MMR, and varicella
- Countywide annual Flu vaccination program
- FMLA Leave management, administration & training
- MCGEO Sick leave bank management & administration
- EAP Drug & Alcohol referrals for substance abuse (CDL/DOT employees)
- Drug Free Workplace training – supervisors & employees
- Countywide Drug & Alcohol testing - DOT & Non-DOT employees

Key Focus Areas

- Prevention and early detection of work-related illnesses and injuries
- Maintaining and improving a healthy and productive workforce throughout MCG
- Assessment of the employee's ability to perform essential job task and duties safely and effectively
- Advising and training employees and management on Occupational Health, FMLA, and Drug & Alcohol programs
- Compliance with multiple regulatory and advisory agencies

Support Services

OMS also provides support services to the County Labor team Disability Program. Those services include:

- ADA Reasonable work Accommodations & job Priority consideration
- Ergonomic evaluations
- Light duty evaluations
- Fit for duty evaluations
- Alternative placement (disability retirement)